

Restorative Justice Protocol

Phase 1: Creating a Brave Space, Understanding Needs, and Making Requests

Introductions

Names

Pronouns

Why are you here in this collective space?

Proposed Agenda

- Components of Restorative Justice
- Co-creating Community Agreements
- Rounds until everyone feels heard
- Figuring out next steps so work can move forward in the immediate future while laying the groundwork for further restorative justice processes

Components of Restorative Justice

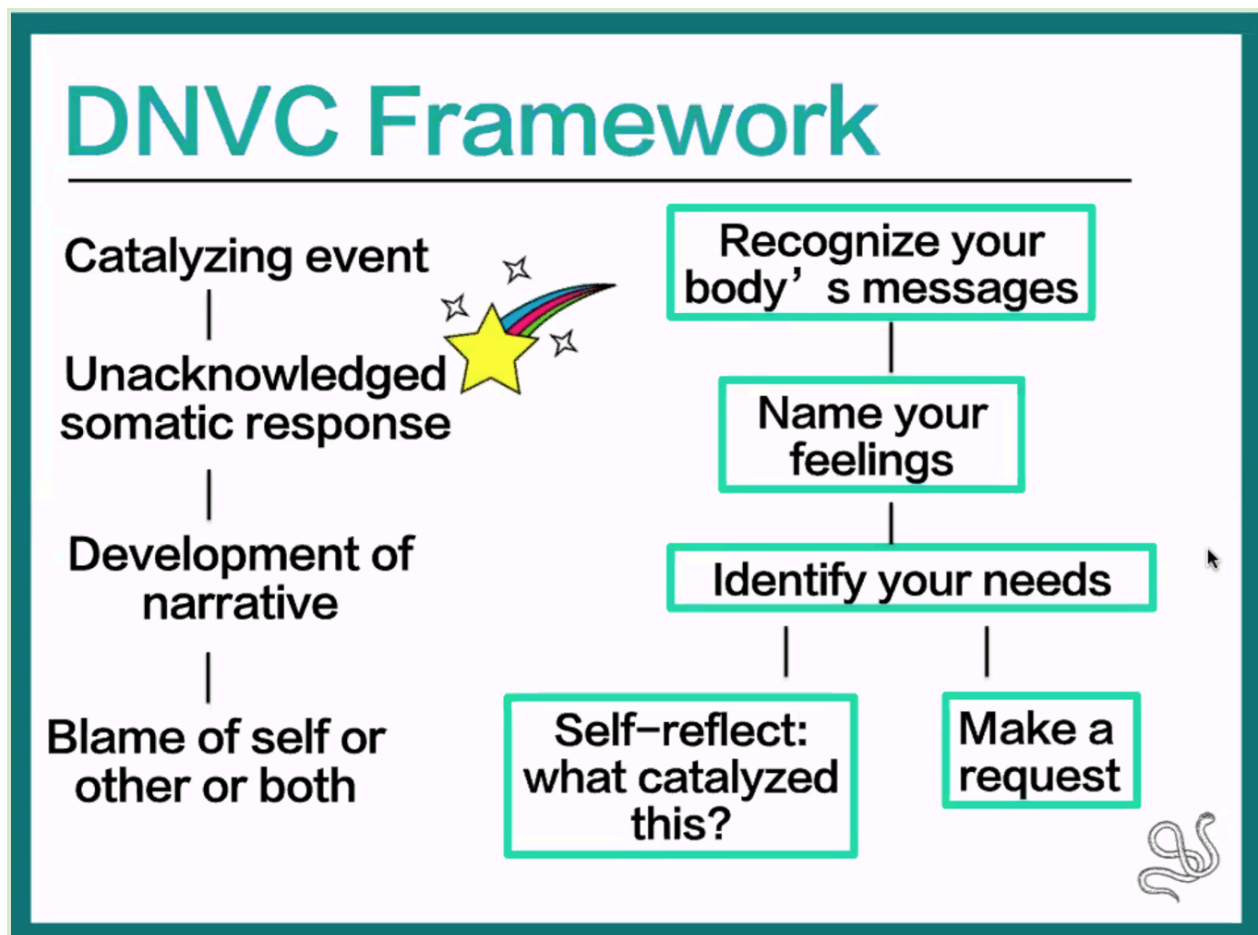
- Restorative Justice is getting back into good relationship
- Relationship within yourself, relationship with one another, relationship between organizations, and relationship as a movement
- This will take time, and will come in stages
 - Immediate harm reduction
 - Intermediate restorative justice goals
 - Long-term restorative justice goals
- Impact \neq Intent. Causing harm \neq being a bad person. Conflict is normal and moving through a conflict can be a process of growth
- We have [universal human needs](#) like need for rest, the need to be heard, and the need to be acknowledged. We can use different strategies to meet needs. The difference between strategy and needs gives us permission to imagine alternative strategies.
- Conflict often feels interpersonal AND conflicts also become interpersonal because of structural issues that can be corrected for. Issues like lack of clarity over who does what and makes what decisions. Or lack of alignment around visions, missions, and aims. Or misalignment around where we are between the polarity of getting things done and

getting along and the polarity of getting things right and getting appreciated. We can work together when we don't like one another. We can work on the level of principles.

- We are different. "The way to build power is not to ignore those differences but to find where there is shared alignment and to make the most of the differences strategically."
—Zaps

Co-Creating Community Agreements

- As facilitator I ask for your consent to guide the process - my commitment is that I will be transparent in my facilitation and that I will take your feedback - that means that at times I may interrupt to request following community norms and at times I will synthesize what I heard and make proposals for steps forward
- When speaking, use "I language". For example, "When ___, I interpreted that as disrespectful because ___. My need for ___ wasn't met." vs. "You were" or "that was" disrespectful.



Credit To [Meendachi](#), author of [Decolonizing Non-Violent Communication](#)

- Emotions are valid. Anger is valid. Frustration is valid. Hurt is valid. Having said that, interpretations may differ.
- Keep what's said here confidential.
- Discuss in public. What you express isn't known until it's communicated out to everyone.
- Accept lack of full closure — we're in harm reduction mode
- Consider how interpersonal harm is symptomatic of systemic and structural harm
- Accept responsibility for practicing empathy
- When talking among ourselves - not interrupting
- Any questions or additional agreements you need to make this a brave space?
- Do you consent?

Round 1 - Sharing about yourself

Done in introductions or do a deeper round of introductions here.

Round 2 - Hopes and Fears

- What hopes and fears do you have for this meeting so we can co-create a brave space?

Round 3 - Needs, Perceptions, Impact, and Requests for Reducing Harm

- I didn't feel that my need for [\[universal need\]](#), e.g. feeling heard, respect, belonging]_ was met.
- Here are the triggering situations as I see it.
 - What I remembered was...
 - What I understood was...
- I feel [\[emotion, e.g. frustrated, angry, hurt\]](#)__
- I'd like [\[person/people\]](#)__ to consider [\[request\]](#)__
- I acknowledge that my own contribution to harm or miscommunication was...
- I empathize with...

Round 4 - Synthesis

- What I heard was...
- What I learned was...
- I apologize to [\[name\(s\)\]](#)__ for...
- I wonder if we could...

Round 5 - Closing

- How are you feeling now?
- What are you taking away?
- Is there anything else you need to say to leave the circle in peace?

Phase 2: Pause for Shaping Next Steps

Present a proposal for what the community adopts moving forward to meet its needs. Here's an example from [YPC Meeting Agreements](#).

Phase 3: Consenting to Next Steps

Next Steps for Community

- Here's a proposal for our community agreements...
- What are your clarifying questions?
- What are your reactions?
- Do you consent?

Next Steps for Restorative Justice

- We've been working on harm reduction. Restorative justice goes deeper into personal, interpersonal, inter-organizational, and inter-movement healing.
- Restorative justice is also about fundamentally shifting systems of being. It is in this way that restorative justice and working through conflict is such a powerful tool for equity.

How did this work for you? What are your approaches to restorative justice? Comment on our Youth Power Hub: When Harm Happens: A Restorative Justice Approach for [Repairing Community Relationships](#).